



# County of San Diego

SUSAN BRAZEAU  
ACTING DIRECTOR

DEPARTMENT OF HUMAN RESOURCES  
LABOR RELATIONS  
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## LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221 (RN UNIT)

### GRIEVANCE PROCEDURE – CLEAN UP

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- I. This attests to and records the agreement of the parties to change the Grievance Procedure timeframes to consistently utilize calendar days.
- II. Specifically, the parties agree, that ARTICLE 11. GRIEVANCE PROCEDURE, Section D. Formal Written Grievance to Employee's Supervisor & Section I. Informal Review by Labor Relations Office shall be modified as follows:
  - D. Formal Written Grievance to Employee's Supervisor

If the employee chooses to formally pursue his/her grievance, he/she shall present the written grievance to his/her immediate supervisor within **ten (10) calendar** days after the date upon which the grieving employee informally discussed the grievance with the supervisor. The written grievance shall specify the Article, Section, and/or Subsection of this Agreement which is alleged to have been violated by the County, and shall specify dates, times, places and persons, and other facts necessary to a clear understanding of the matter being grieved. The immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing within **ten (10) calendar** days after receipt of the written grievance. If the grievance is not resolved at this level, the employee shall have **ten (10) calendar** days from receipt of the supervisor's answer within which to file an appeal to the next level.

I. Informal Review by Labor Relations Office

Prior to the selection of the arbitrator and submission of the grievance for hearing by said arbitrator, the Labor Relations Office shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the employee. The Labor Relations Office shall have ten (10) calendar days in which to review and seek adjustment of the grievance.

- III. This Letter of Understanding is effective upon the signatures of both parties and will be incorporated into the next Memorandum of Agreement.

**FOR THE COUNTY OF SAN DIEGO**



KEVIN POWELL  
Labor Relations Officer

Date: 3/19/14

**FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 221  
(RN UNIT)**



DAVID GARCIAS  
President

Date: 4/8/14